

Approved Minutes of the
Steamfitting
State Apprenticeship Advisory Committee

March 5, 2020
Local 601 Training Center
Madison, Wisconsin

Members Present	
Bencke, Todd	Local 434
Christensen, Paul	1901 Inc.
Colwell, James	United Mechanical
Lauer, Joe	EGI Mechanical
Zielke, Joel	Local 601
Members Absent	
Knaus, Jeff	Local 400
Clark, Roger	Local 118
Hayden, Terry	WI Pipe Trades Assoc
Stramowski, Gary	JM Brennan
Weinfurter, Greg	Tweet-Garot
Consultants & Guests	
Johnson, Al	Local 118
Johnson, Joshua	BAS
Martin, Trevor	Local 400
Nakkoul, Nancy	WTCS
Popp, Corey	Bureau of Apprenticeship Standards
Singer, Dave	Local 601
Smith, Owen	BAS
Valerine, Christopher	Local 601
Walsh, Julie	MSC
Wenger, Scott	UA 400

1. The meeting was called to order at 1:04 p.m. by Co-Chair Paul Christensen, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. The committee elected Paul Christensen as Employer Co-Chair. Mr. Christensen accepted and chaired the meeting. No additional revisions were needed.
4. **Old Business**

a. Review follow-up items from the previous meeting.

i. For action: approve the minutes

The minutes were approved as written.

ii. Assessing applicants via Accuplacer Next Generation

Mr. Owen Smith reviewed that the state committee approved a motion to allow the Bureau to determine the minimum required Arithmetic score for Accuplacer Next Generation. The score was determined by the state committee's required ACT Match score. Mr. Smith asked the state committee how well the Arithmetic score was working for applicants.

Several training coordinators reply that most applicants score well above the required minimums. Some applicants do express surprise at the level of math required to succeed in the occupation. Some instructors are surprised by some applicants' lack of preparedness for certain math skills, such as calculating fractions. However, overall, the large majority of applicants do quite well with math.

iii. Curriculum standards summary via Wisconsin Technical College System

Mr. Smith and Ms. Nakkoul reviewed the prior discussions on the scope and benefits of developing a curriculum standards summary of related instruction via the Wisconsin Technical College System.

The committee thanked Ms. Nakkoul and declined the offer to develop a summary.

b. Implementing revisions to CFR 29.30

Director Johnson updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. Those meetings will likely be held via webinar.
- BAS updated the apprentice application to include the opportunity to disclose disabilities.
- BAS is updating its policy and procedures manual, too.
- More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website.
- Sponsors should email their questions to Mr. Andrew Kasper.

The state committee asked whether local committees should wait to implement the anti-harassment video developed by USDOL and whether they can substitute a similar video. Director Johnson encouraged local committees to begin showing the anti-harassment video; they do not have to wait until other revisions are implemented; and he confirmed that local committees can substitute a similar video.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments.

e. Revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

The state committee stated that the current design is intimidating and not helpful for new users; a user must search too much and click too many links to find the contact information for joint apprenticeship committees. In addition, the applicant assessment scores posted currently are incorrect.

f. Apprenticeship Completion Award Program (ACAP)

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first. The Department will request including ACAP in the next biennial budget.

g. Other

Attendees did not have additional topics.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the U.S.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare them in-depth for an occupation.
- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school. Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to have it included as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Several consultants asked how many youth apprentices graduate and enter into a related registered apprenticeship. Director Johnson replied that the Bureau is not able to track that data at this time because YA and RA databases were developed independently; the programs were linked only recently. Therefore, the Bureau has prioritized integrating the databases in the near future.

b. 2021 Biennial Apprenticeship Conference

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

The state committee asked whether the course will still be an eight-hour requirement. Director Johnson confirmed that the course will remain eight hours. The state committee asked whether the Bureau will still certify trainers to teach it. Director Johnson confirmed that trainers will still need to be approved, but the Bureau, WTCS, and the industry focus group will discuss which requirements are most feasible in order to facilitate increasing the number of approved trainers.

The state committee recommended the Bureau make course feedback forms and instructor rosters scannable via QR code so the information can be linked to or entered a database automatically.

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

The state committee asked to receive the questionnaire and follow-up material.

6. WTCS Update

Ms. Nakkoul reviewed current enrollment trends. Overall apprenticeship enrollment is up 13% and as of July 1, 2019, 528 Steamfitter registered apprentices were enrolled across the WTCS. In addition, the WTCS received additional funding from the state legislature, which will help local colleges address revenue gaps. Ms. Nakkoul also discussed the latest table of related instruction offered by occupation and college.

The state committee noted an error in the document of related instruction providers: Steamfitter (Service) and Steamfitter (Construction) related instruction is offered at Northeast Wisconsin Technical College and Chippewa Valley Technical College.

7. Review the participants.

Participants included 671 apprentices and 125 employers with a contract in active or unassigned status as of October 1, 2019.

The state committee noted that more than two occupation titles appear in the report. The committee asked the Bureau to confirm that the additional titles are not new but grandfathered into the committee's prior ruling that to use only Steamfitter (Service) and Steamfitter (Construction).

8. The Bureau will schedule the fall meeting via electronic survey.

9. The committee adjourned at 3:00 p.m.

February 24, 2020

TO: State Steamfitting Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
(608) 266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Steamfitting Apprenticeship Advisory Committee Meeting

DATE: Thursday, March 5, 2020

TIME: 1:00 PM

Place: Local 601 Training Center
6310 Town Center Dr.
Madison, WI 53718

TENTATIVE AGENDA

1. Call to order.
2. Distribute the sign-in sheet.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. How is assessing applicants using Accuplacer Next Generation proceeding?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand registered apprenticeship
 - d. Revisions to www.DWD.Wisconsin.gov and www.WisconsinApprenticeship.org
 - e. 2021 Biennial Apprenticeship Conference
 - f. Apprenticeship Completion Award Program (ACAP)
 - h. Other
5. **New Business**
 - a. Lessons learned from DWD visit to Germany
 - b. BAS leadership and personnel changes
 - c. 2020 National Apprenticeship Week
 - d. Revising Transition to Trainer
 - e. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

State Committee Report - Construction

State Steamfitting Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 2/21/2020 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	688	34	4.9	10	1.5	676	98.3	12	1.7	128	123	96.1	5	3.9
ABC of Wisconsin (All)	12	0		0	0.0			12	100.0	5			5	100.0
Steamfitter (0186228102201)	3	0		0	0.0			3	100.0	2			2	100.0
Steamfitter (Construction) (0186228102208)	9	0		0	0.0			9	100.0	4			4	100.0
Appleton Area Steamfitter JAC	102	1	1.0	1	1.0	102	100.0			22	22	100.0		
Steamfitter (0186228102201)	2	0		0	0.0	2	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	76	0		1	1.3	76	100.0			19	19	100.0		
Steamfitter (Service) (0186228102204)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	22	0		0	0.0	22	100.0			8	8	100.0		
East Central Steamfitting JAC	20	1	5.0	0	0.0	20	100.0			7	7	100.0		
Steamfitter (0186228102201)	3	0		0	0.0	3	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	14	1	7.1	0	0.0	14	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	3	0		0	0.0	3	100.0			2	2	100.0		
Eau Claire Area Steamfitting JAC	24	0		0	0.0	24	100.0			9	9	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	18	0		0	0.0	18	100.0			9	9	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	5	0		0	0.0	5	100.0			4	4	100.0		
Green Bay Area Steamfitting JAC	62	1	1.6	0	0.0	62	100.0			11	11	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	38	1	2.6	0	0.0	38	100.0			8	8	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	23	0		0	0.0	23	100.0			7	7	100.0		
K-R-W Steamfitting JAC	23	1	4.3	0	0.0	23	100.0			11	11	100.0		
Steamfitter (Construction) (0186228102208)	14	0		0	0.0	14	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	9	1	11.1	0	0.0	9	100.0			7	7	100.0		
La Crosse Area Steamfitting JAC	15	0		0	0.0	15	100.0			9	9	100.0		
Steamfitter (0186228102201)	3	0		0	0.0	3	100.0			3	3	100.0		
Steamfitter (Construction) (0186228102208)	9	0		0	0.0	9	100.0			5	5	100.0		

State Committee Report - Construction

State Steamfitting Committee

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	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	688	34	4.9	10	1.5	676	98.3	12	1.7	128	123	96.1	5	3.9
Steamfitter (Service/Refrigeration) (0186228102207)	3	0		0	0.0	3	100.0			2	2	100.0		
Madison Area Steamfitting JAC	119	9	7.6	3	2.5	119	100.0			26	26	100.0		
Steamfitter (0186228102201)	2	0		0	0.0	2	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	81	6	7.4	3	3.7	81	100.0			18	18	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	36	3	8.3	0	0.0	36	100.0			15	15	100.0		
SE WI Area Steamfitting JAC	254	21	8.3	5	2.0	254	100.0			40	40	100.0		
Steamfitter (0186228102201)	9	1	11.1	0	0.0	9	100.0			6	6	100.0		
Steamfitter (Construction) (0186228102208)	138	14	10.1	4	2.9	138	100.0			22	22	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	107	6	5.6	1	0.9	107	100.0			32	32	100.0		
Tri-City Area Steamfitting JAC	26	0		1	3.8	26	100.0			7	7	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	17	0		1	5.9	17	100.0			6	6	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	8	0		0	0.0	8	100.0			2	2	100.0		
Wausau Area Steamfitting JAC	31	0		0	0.0	31	100.0			15	15	100.0		
Steamfitter (Construction) (0186228102208)	19	0		0	0.0	19	100.0			12	12	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	12	0		0	0.0	12	100.0			6	6	100.0		